



# Optimized Staffing for Diverse Departments

## Challenge

A Fortune 500 household and personal care company needed a partner to help manage their temporary workforce needs across multiple locations and departments while ensuring compliance and efficiency.

## Solution

Joulé implemented a tailored staffing solution leveraging advanced talent acquisition platforms, streamlined recruiting processes, and comprehensive reporting, all while ensuring compliance with appropriate policies and regulations.

## Results

Joulé consistently improved time-to-fill metrics and exceeded client satisfaction for over two decades while enhancing program efficiency.

Our client operates with a lean organizational structure, which presented unique challenges in managing their temporary workforce across multiple departments, including Research & Development, Marketing, Supply Chain, IT, and Finance. The company needed a strategic partner to streamline communication and ensure compliance while delivering talent across multiple roles.

A complex challenge was navigating strict compliance standards, mitigating legal and financial risks, and coordinating workforce planning across diverse brands within the organization.

## How Joulé Solved These Challenges

### Dedicated Support Teams

Joulé assigned specialized teams, maintaining consistent communication with HR, Talent Acquisition, and department heads.

### Advanced Recruitment Platforms

Joulé's platforms ensured an efficient service delivery model, meeting the client's unique hiring needs.

### Streamlined Processes

Through standardized recruiting, onboarding, screening, and performance management processes, Joulé improved efficiency and ensured consistency across staffing operations.

### Comprehensive Reporting

Detailed management reporting and consolidated invoicing gave the client greater visibility into their temporary workforce, enabling better decision-making and cost control.

### Compliance Assurance

Joulé reinforced policies and guidelines by ensuring regulatory compliance and reducing potential legal liabilities.

## Transformative Results Through Partnership

### Improved Hiring Metrics

Average time-to-fill and time-to-start metrics have improved significantly

### Enhanced Reporting

Regular business reviews and consolidated reporting provided the client with actionable insights that improve workforce planning and cost management.

### Optimized Program Outcomes

By identifying opportunities for program improvement through data analysis, Joulé has helped achieve cost-per-hire reductions, higher retention rates, and quality hires.

### Client Satisfaction

Joulé has driven long-term success through its relationship with the client through a consultative approach and consistent collaboration.

"We've been working with Joulé for many years, and as our business has grown and evolved, so has their partnership with us. The overall commitment of Joulé to ensure that we have an attentive, talented, and collaborative account management team has enabled us to improve our processes, communication, and manager satisfaction over the past few years. Together we are planning for the future, and how we can even further enhance our partnership by solidifying our shared roadmap, exploring the use of technology, and ensuring candidate and managers both have an exceptional experience with the program."

-Talent Acquisition Partner